

# Equal Opportunities Policy

WCS Group is committed to an Equal Opportunities Policy for all workers and job applicants.

The company strives for an inclusive culture free from discrimination and based on values of fairness, integrity and respect. The company aims to service and support staff through providing everyone with access to facilities, personal and career development opportunities and employment on an equal basis irrespective of race, national or ethnic origin, disability, age, gender, sexual orientation, transgender identity or religion / belief.

This policy builds on the foundation of equality and anti-discrimination legislation and strives, not only to comply with legal requirements, but to use these to ensure that the company endeavours to exemplify best practice. The company recognises that the organisation greatly benefits from a range of different backgrounds, experiences, views, beliefs and cultures represented within its staff – and that this is an important element for existing and future business development.

## Aim

The aim of the company policy is to build a fully inclusive organisation which will be achieved by: -

- Making the best use of the range of talent and experience available within the workforce and potential workforce;
- Building a culture that encourages dialogue, inclusiveness, transparency and continuous personal and corporate improvement through learning.

## Principles

The principles of the diversity and equal opportunities are described through a commitment to: -

- Develop and promote a culture of diversity and equality throughout the organisation;
- Maintain employment practices based on fairness, integrity and respect;
- Support staff in their allocated roles and responsibilities;
- Work to prevent all forms of unlawful discrimination, harassment, and deal with discrimination consistently, promptly and effectively;
- Ensure that the diversity and equality policy influences and informs the culture of the company;
- Comply with relevant legislation including the Equality Act 2010;
- Operate a rigorous grievance procedure for alleged discriminatory conduct;
- Ensure that all working practices are compliant with Working Time Regulations and the Company's Diversity and Equality Employment Policy ("DEEP") – the full policy is available on request.

The Managing Director is responsible for the effective operation and implementation of equal opportunities and DEEP.



Phil Greenwood  
**Chief Executive Officer**